

AN ORDINANCE fixing the base salaries and monetary fringe benefits of policemen of the City of Fort Wayne, for the year 1981

WHEREAS, previously, the Common Council of the City of Fort Wayne, adopted Special Ordinance No. S-156-78 that provides for collective bargaining by and between the City of Fort Wayne and bargaining units consisting of all police officers of the City of Fort Wayne; and

WHEREAS, through the collective bargaining process, including arbitration, the City of Fort Wayne and the representative of the police officers of the City of Fort Wayne have reached agreement on all monetary matters and issues related thereto; and

WHEREAS, it is the desire of the City of Fort Wayne that an Ordinance be adopted relative to said monetary issues affecting all police officers of the City of Fort Wayne; and

WHEREAS, the law of the State of Indiana requires that said monetary issues be approved, in Ordinance form, by the Common Council of the City of Fort Wayne.

NOW THEREFORE BE IT ORDAINED BY THE COMMON COUNCIL OF THE CITY OF FORT WAYNE, INDIANA:

SECTION 1. That this Ordinance shall and does apply to all sworn police officers of the Fort Wayne Police Department being regularly employed as police officers (excluding individuals in Communication or Traffic Engineering).

SECTION 2. The base annual pay for the year 1981 (unless otherwise extended into additional years as hereinafter provided) shall be as follows:

(a) Patrolmen who were patrolmen as of January 1, 1981, shall receive a base annual pay of Seventeen Thousand Seventy-Five and 00/100 Dollars (\$17,075.00) for the year 1981. Said base pay shall be paid retroactive to January 1, 1981, so that each patrolman entitled to the base pay of Seventeen Thousand Seventy-Five and 00/100 Dollars (\$17,075.00) shall receive, in lump sum form,

1 a net check representing the difference between the  
2 previous base pay of Fifteen Thousand Eight Hundred  
3 Eleven and 00/100 Dollars (\$15,811.00) and the present  
4 base pay of Seventeen Thousand Seventy-Five and 00/100  
5 Dollars (\$17,075.00) computed on a per diem basis from  
6 January 1, 1981, to date of payment.

7 (b) Patrolmen hired after January 1, 1981, shall receive an  
8 annual base pay as follows:

9 (1) For the first year (365 calendar days), the  
10 patrolmen's base pay shall be Eighty Percent (80%)  
11 of the then existing base pay of a first class  
12 patrolman;

13 (2) For the second year (365 calendar days), the  
14 patrolmen's base pay shall be Ninety Percent (90%)  
15 of the then existing base pay of a first class  
16 patrolman;

17 (3) For the third year (365 calendar days), the  
18 patrolmen's base pay shall be Ninety-Five Percent  
19 (95%) of the then existing base pay of a first class  
20 patrolman.

21 (c) The base annual pay of officers holding the rank of  
22 Sergeant shall be, for the year 1981, Eighteen Thousand  
23 Seven Hundred Eighty-Two and 50/100 Dollars (\$18,782.50).  
24 Said base pay shall be paid retroactive to January 1,  
25 1981, computed from January 1, 1981, to date of payment,  
26 on a per diem basis.

27 (d) The base annual pay of officers holding the rank of  
28 First Master Sergeant shall be, for the year 1981,  
29 Nineteen Thousand One Hundred Fifty-Eight and 15/100  
30 Dollars (\$19,158.15). Said base pay shall be paid  
31 retroactive to January 1, 1981, computed from January 1,  
32 1981, to date of payment, on a per diem basis.

(e) The base annual pay of officers holding the rank of

1 Lieutenant shall be, for the year 1981, Nineteen Thousand  
2 Nine Hundred Eighty and 03/100 Dollars (\$19,980.03).  
3 Said base pay shall be paid retroactive to January 1, 1981,  
4 computed from January 1, 1981, to date of payment, on a  
5 per diem basis.

- 6 (f) The base annual pay of officers holding the rank of  
7 Captain shall be, for the year 1981, Twenty Thousand Nine  
8 Hundred Seventy-Nine and 03/100 Dollars (\$20,979.03).  
9 Said base pay shall be paid retroactive to January 1, 1981,  
10 computed from January 1, 1981, to date of payment, on a  
11 per diem basis.

12 The base annual pay figures herein established, in this Section  
13 2, shall be utilized for police pension purposes and no other  
14 monetary fringe benefits or remuneration referred to in this  
15 Ordinance shall be included as an addition to the base salary  
16 of any officer.

17 SECTION 3. As an incentive to attract trained and  
18 qualified personnel, in the future, an educational bonus shall  
19 be paid as follows:

- 20 (a) All officers who were officers as of January 1, 1981,  
21 and who have obtained a four year baccalaureate degree  
22 by January 1, 1981, shall receive a bonus of Nine Hundred  
23 and 00/100 Dollars (\$900.00) per year added to their  
24 regular earnings.
- 25 (b) All officers who were officers as of January 1, 1981,  
26 and who, by January 1, 1981, had obtained a two year  
27 associate degree shall receive a bonus of Four Hundred  
28 Fifty and 00/100 Dollars (\$450.00) per year added to  
29 their regular earnings.
- 30 (c) All officers hired after January 1, 1981, shall receive  
31 no educational bonus whatsoever until three years of  
32 service with the department is completed, and then only

1 upon the obtaining of a four year baccalaureate degree in  
2 law enforcement.

3 The maximum any officer can receive under this Section 3 shall  
4 be the sum of Nine Hundred and 00/100 Dollars (\$900.00).

5 Furthermore, officers who were officers as of January 1, 1981,  
6 and who obtained, by that date, a two year associate degree,  
7 will be eligible to receive the Nine Hundred and 00/100  
8 Dollar (\$900.00) yearly bonus only upon obtaining a four year  
9 baccalaureate degree in law enforcement.

10 In addition, any provisions of Special Ordinance No. S-81-80  
11 (known as Bill No. S-80-07-22) that conflict with Section 3 of  
12 this Ordinance is hereby repealed, and accordingly, amended  
13 to conform with the provisions of this Section 3 of this  
14 Ordinance.

15 SECTION 4. Any <sup>off duty</sup> officer who is required to attend, by (S.H.R.)  
16 subpoena, and does so attend, court for a criminal matter or  
17 a civil matter related to his or her law enforcement duties  
18 shall receive, for each hour that he or she is required to  
19 be in court and actually is in court, one and one-half times  
20 his or her normal hourly rate computed on his or her base  
21 annual rate only. In addition thereto, each <sup>off duty</sup> officer who is (H.L.)  
22 required to attend, by subpoena, and does so attend, court  
23 for a criminal matter or a civil matter related to his or her  
24 law enforcement duties shall receive one hour of straight  
25 time pay (computed on the annual base only) for each such  
26 court appearance.

27 SECTION 5. Each officer shall receive Five Hundred  
28 and 00/100 Dollars (\$500.00) per year as a uniform allowance.

29 SECTION 6. The appropriate shift payments will be  
30 paid as follows:

31 (a) Officers who were officers as of January 1, 1981, and  
32 who are assigned to "B" shift, or any shift beginning

1           between 12:00 noon and 3:00 p.m., shall have added to  
2           their regular determined earnings Seven Hundred and  
3           00/100 Dollars (\$700.00) for such pay period.

4       (b)   Officers who were officers as of January 1, 1981, and  
5           who are assigned to "C" shift, or any shift beginning  
6           between 9:00 p.m. and 12:00 midnight, shall have added  
7           to their regular determined earnings One Thousand Four  
8           Hundred and 00/100 Dollars (\$1,400.00) for such pay period.

9       (c)   Officers hired after January 1, 1981, shall not receive  
10          the shift payments referred to in Sub-Paragraphs (a)  
11          and (b) above for the first three years of their service.

12       SECTION 7. The compensations herein referred to shall  
13       be the total compensations paid to any particular officer,  
14       and no officer shall receive more compensation, including  
15       bonus payments and the like, other than that which is provided  
16       for in this Ordinance, notwithstanding any other Ordinance or  
17       Agreement to the contrary.

18       SECTION 8. The annual base pay of officers hired after  
19       January 1, 1981, of 80%, 90% and 95% of the then existing  
20       annual base pay for regular first class patrolmen, and the  
21       waiting periods and other provisions relative to educational  
22       bonus and shift pay, for officers hired after January 1, 1981,  
23       shall be effective past the year 1981 and shall be followed  
24       regardless of the year in question, unless the establishment  
25       of same is specifically repealed by the Common Council of the  
26       City of Fort Wayne.

27       SECTION 9. The City of Fort Wayne deems it to be in  
28       the best interests of the City of Fort Wayne, and its citizens,  
29       to establish the bonus and incentive payments referred to in  
30       this Ordinance. However, same are not to be construed, in  
31       any event, and notwithstanding any language herein to the  
32       contrary, as an addition to the base salary of any officer,  
      within the meaning of Burns Indiana Statutes Annotated Section

1 48-6403. For all purposes, and as stated herein, the annual  
2 base pay figures for officers shall be considered to include only  
3 the annual base pay figures as referred to in Section 2 of this  
4 Ordinance.

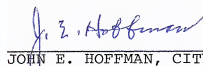
5 SECTION 10. That from and after the adoption of this  
6 Ordinance, as required by law, the individual referred to  
7 herein shall be paid according to this Ordinance, subject to  
8 budgetary provisions.

9 SECTION 11. If any section, clause, sentence, paragraph,  
10 part or provision of this Ordinance shall be held invalid, it  
11 shall be conclusively presumed that this Ordinance would have  
12 been passed by the Common Council without such invalid section,  
13 clause, sentence, paragraph, part or provision.

14 SECTION 12. This Ordinance shall be in full force and  
15 effect from and after its passage and approval by the Mayor.

16  
17   
18 COUNCILMAN

19 APPROVED AS TO FORM AND  
20 LEGALITY MARCH 23, 1981.

21   
22 JOHN E. HOFFMAN, CITY ATTORNEY  
23  
24  
25  
26  
27  
28  
29  
30  
31  
32

Read the first time in full and on motion by V. Schmidt, seconded by Stier, and duly adopted, read the second time by title and referred to the Committee Finance (and the City Plan Commission for recommendation) and Public Hearing to be held after due legal notice, at the Council Chambers, City-County Building, Fort Wayne, Indiana, on 3-24-81, 1981, the 3 day of March, at 7 o'clock P.M., E.S.T.

DATE: 3-24-81

Charles W. Westerman  
CHARLES W. WESTERMAN  
CITY CLERK

Read the third time in full and on motion by V. Schmidt, seconded by Stier, and duly adopted, placed on its passage. PASSED (Lost) by the following vote:

	<u>AYES</u>	<u>NAYS</u>	<u>ABSTAINED</u>	<u>ABSENT</u>	<u>TO-WIT:</u>
<u>TOTAL VOTES</u>	<u>6</u>	<u>3</u>			
<u>BURNS</u>		<u>X</u>			
<u>EISBART</u>	<u>X</u>				
<u>GiaQUINTA</u>	<u>X</u>				
<u>NUCKOLS</u>	<u>X</u>				
<u>SCHMIDT, D.</u>		<u>X</u>			
<u>SCHMIDT, V.</u>	<u>X</u>				
<u>SCHOMBURG</u>	<u>X</u>				
<u>STIER</u>		<u>X</u>			
<u>TALARICO</u>	<u>X</u>				

DATE: 4-14-81

Charles W. Westerman  
CHARLES W. WESTERMAN - CITY CLERK

Passed and adopted by the Common Council of the City of Fort Wayne, Indiana, as (ZONING MAP) (GENERAL) (ANNEXATION) (SPECIAL) (APPROPRIATION) ORDINANCE (RESOLUTION) No. 2-94-81 on the 14th day of April, 1981.

ATTEST:

(SEAL)

Charles W. Westerman  
CHARLES W. WESTERMAN - CITY CLERK

John Guckels  
PRESIDING OFFICER

Presented by me to the Mayor of the City of Fort Wayne, Indiana, on the 15th day of April, 1981, at the hour of 2:30 o'clock P.M., E.S.T.

Charles W. Westerman  
CHARLES W. WESTERMAN - CITY CLERK

Approved and signed by me this 20th day of April 1981, at the hour of 9 o'clock AM., E.S.T.

Winfield C. Moses, Jr.  
WINFIELD C. MOSES, JR.  
MAYOR

*Back*  
*Hand Report*

BILL NO. S-81-03-46

REPORT OF THE COMMITTEE ON FINANCE

WE, YOUR COMMITTEE ON Finance TO WHOM WAS REFERRED AN  
ORDINANCE fixing the base salaries and monetary fringe benefits  
of policemen of the City of Fort Wayne, for the year 1981

HAVE HAD SAID ORDINANCE UNDER CONSIDERATION AND BEG LEAVE TO REPORT  
BACK TO THE COMMON COUNCIL THAT SAID ORDINANCE ~~THE~~ PASS.

VIVIAN G. SCHMIDT, CHAIRMAN

JAMES S. STIER, VICE CHAIRMAN

MARK E. GIAQUINTA

PAUL M. BURNS

ROY J. SCHOMBURG

*No Recommendation*  
*Vivian G. Schmidt*  
*James S. Stier*  
*Mark E. Giaquinta*

*No Rec. Roy J. Schomburg*

*4-14-81*

CONCURRED IN

DATE            CHARLES W. WESTERMAN, CITY CLERK





## THE CITY OF FORT WAYNE

CITY-COUNTY BUILDING • ONE MAIN STREET • FORT WAYNE, INDIANA 46802

### 1981 WAGE & MONETARY FRINGE BENEFIT AGREEMENT BETWEEN THE CITY OF FORT WAYNE, INDIANA AND

THE FORT WAYNE PATROLMEN'S BENEVOLENT ASSOCIATION, INC.  
LOCAL #15 DATED MARCH 24, 1981

WHEREAS: The Fort Wayne Patrolmen's Benevolent Association, Inc. and the City of Fort Wayne have through the collective bargaining process, including arbitration, arrived at an agreement on all monetary matters and issues related thereto;

NOW THEREFORE: Patrolmen on payroll as of January 1, 1981 shall receive a base annual pay of seventeen thousand seventy-five and 00/100 dollars (\$17,075.00) for the year 1981 retroactive to January 1, 1981.

Patrolmen hired after January 1, 1981 shall receive for the first year eighty percent (80%) of the then existing base pay of a first class patrolman, for the second year ninety percent (90%) and the third year ninety-five percent (95%) of the then existing base pay of a first class patrolman. They shall also if hired after January 1, 1981 not be eligible for educational pay, technical pay or shift pay until completing three (3) years of service. Future educational bonus will only be paid for four (4) year degree in law enforcement.

Patrolmen on payroll January 1, 1981 shall receive educational bonus as follows:

- (a) Four year baccalaureate degree as of January 1, 1981 shall receive bonus of nine hundred and 00/100 dollars (\$900.00) per year.
- (b) Two year associate degree as of January 1, 1981 shall receive bonus of four hundred fifty and 00/100 dollars (\$450.00) per year.

Patrolmen on payroll January 1, 1981 shall receive shift pay as follows:

- (1) "B" shift - Seven hundred and 00/100 dollars (\$700.00),
  - (2) "C" shift - One thousand four hundred and 00/100 dollars (\$1,400.00)
- to be added to regular earnings for such pay period.

Any officer who is required to attend court for matters related to law enforcement duties shall receive for each hour in court on off-duty time one and one-half times their normal hourly rate computed on base annual rate only. In addition for each such court appearance officers shall receive one hour of straight time pay for travel time when appearing on off-duty time, not to exceed two times a day (once in morning and once in afternoon).

Each officer shall receive five hundred and 00/100 dollars (\$500.00) per year as a uniform allowance.

This agreement successfully concludes negotiations for 1981 between the Fort Wayne Patrolmen's Benevolent Association, Inc. and the City of Fort Wayne and is subject to City Council approval.

FOR THE CITY OF FORT WAYNE:



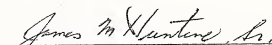
Win C. Moses, Jr., Mayor



Member, Board of Public Safety



Member, Board of Public Safety

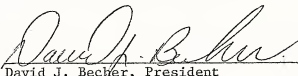


James M. Huntine, Sr.  
Director of Personnel and  
Labor Relations



Connie L. Reed, Assistant Director  
Personnel and Labor Relations

FOR THE FORT WAYNE PATROLMEN'S  
BENEVOLENT ASSOCIATION, INC.



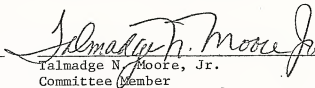
David J. Becher, President



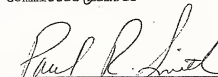
Ronald J. Burkart, Board Member



Jon W. Jones, Committee Member



Talmadge N. Moore, Jr.  
Committee Member



Paul R. Smith  
Committee Member



## THE CITY OF FORT WAYNE

CITY-COUNTY BUILDING • ONE MAIN STREET • FORT WAYNE, INDIANA 46802

1981 WAGE & MONETARY FRINGE BENEFIT AGREEMENT  
BETWEEN THE CITY OF FORT WAYNE, INDIANA  
AND  
THE FRATERNAL ORDER OF POLICE  
INDIANA WAYNE LODGE #14, INC.  
DATED MARCH 24, 1981

WHEREAS: The Fraternal Order of Police Wayne Lodge #14, Inc. and the City of Fort Wayne have engaged in collective bargaining; and

WHEREAS: The previous agreement between the City of Fort Wayne and the union pertaining to these factors has not been implemented;

NOW THEREFORE: It is hereby agreed to by both parties that the following economic factors shall supercede the previous agreement and are as listed:

Item 1: Sergeant's shall be paid eighteen thousand seven hundred eighty-two and 50/100 dollars (\$18,782.50).

First Master Sergeant's shall be paid nineteen thousand one hundred fifty-eight and 15/100 dollars (\$19,158.15).

Lieutenants shall be paid nineteen thousand nine hundred eighty and 03/100 dollars (\$19,980.03).

Captains shall be paid twenty thousand nine hundred seventy-nine and 03/100 dollars (\$20,979.03).

The above are base annual salaries for the year 1981 and are to be retroactive to January 1, 1981.

Item 2: Shift pay as follows:

"B" shift - seven hundred and 00/100 dollars (\$700.00).

"C" shift - one thousand four hundred and 00/100 dollars (\$1,400.00), to be added to regular earnings for such pay period.

Item 3: Each officer shall receive five hundred and 00/100 (\$500.00) per year as a uniform allowance.

Item 4: Educational allowance as follows for officers on payroll now.

(a) Four year baccalaureate degree as of January 1, 1981 shall receive bonus of nine hundred and 00/100 dollars (\$900.00) per year.

(b) Two year associate degree as of January 1, 1981 shall receive bonus of four hundred fifty and 00/100 dollars (\$450.00) per year.

(c) Officers hired after January 1, 1981 who become members of bargaining group shall only be paid for four year degree in law enforcement.

Item 5: Any officer who is required to attend court for matters related to law enforcement duties shall receive for each hour in court on off-duty time one and one-half times their normal hourly rate computed on base annual rate only. In addition for each such court appearance officers shall receive one hour of straight time pay for travel time when appearing on off-duty time, not to exceed two times a day (once in morning and once in afternoon).

This agreement concludes the economic negotiations between the City of Fort Wayne and the Fraternal Order of Police for the year 1981 and is subject to City Council approval.

FOR THE CITY OF FORT WAYNE:

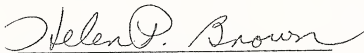


Win C. Moses, Jr., Mayor

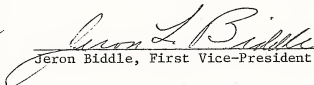
FOR THE FRATERNAL ORDER OF POLICE  
WAYNE LODGE #14, INC.:



Robert Putt, President



Member, Board of Public Safety



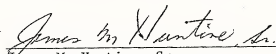
Jeron Biddle, First Vice-President



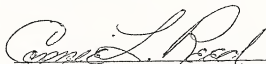
Member, Board of Public Safety



Don Stedje, Chairman, Wage Committee



James M. Huntine, Sr.  
Director of Personnel and  
Labor Relations



Connie L. Reed, Assistant Director  
Personnel and Labor Relations



## THE CITY OF FORT WAYNE

CITY-COUNTY BUILDING • ONE MAIN STREET • FORT WAYNE, INDIANA 46802

### 1981 WAGE & MONETARY FRINGE BENEFIT AGREEMENT BETWEEN THE CITY OF FORT WAYNE, INDIANA AND

THE FORT WAYNE PATROLMEN'S BENEVOLENT ASSOCIATION, INC.  
LOCAL #15 DATED MARCH 24, 1981

WHEREAS: The Fort Wayne Patrolmen's Benevolent Association, Inc. and the City of Fort Wayne have through the collective bargaining process, including arbitration, arrived at an agreement on all monetary matters and issues related thereto;

NOW THEREFORE: Patrolmen on payroll as of January 1, 1981 shall receive a base annual pay of seventeen thousand seventy-five and 00/100 dollars (\$17,075.00) for the year 1981 retroactive to January 1, 1981.

Patrolmen hired after January 1, 1981 shall receive for the first year eighty percent (80%) of the then existing base pay of a first class patrolman, for the second year ninety percent (90%) and the third year ninety-five percent (95%) of the then existing base pay of a first class patrolman. They shall also if hired after January 1, 1981 not be eligible for educational pay, technical pay or shift pay until completing three (3) years of service. Future educational bonus will only be paid for four (4) year degree in law enforcement.

Patrolmen on payroll January 1, 1981 shall receive educational bonus as follows:

- (a) Four year baccalaureate degree as of January 1, 1981 shall receive bonus of nine hundred and 00/100 dollars (\$900.00) per year.
- (b) Two year associate degree as of January 1, 1981 shall receive bonus of four hundred fifty and 00/100 dollars (\$450.00) per year.

Patrolmen on payroll January 1, 1981 shall receive shift pay as follows:

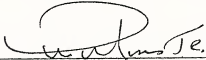
- (1) "B" shift - Seven hundred and 00/100 dollars (\$700.00),
  - (2) "C" shift - One thousand four hundred and 00/100 dollars (\$1,400.00)
- to be added to regular earnings for such pay period.

Any officer who is required to attend court for matters related to law enforcement duties shall receive for each hour in court on off-duty time one and one-half times their normal hourly rate computed on base annual rate only. In addition for each such court appearance officers shall receive one hour of straight time pay for travel time when appearing on off-duty time, not to exceed two times a day (once in morning and once in afternoon).

Each officer shall receive five hundred and 00/100 dollars (\$500.00) per year as a uniform allowance.


This agreement successfully concludes negotiations for 1981 between the Fort Wayne Patrolmen's Benevolent Association, Inc. and the City of Fort Wayne and is subject to City Council approval.

FOR THE CITY OF FORT WAYNE:

  
Win C. Moses, Jr., Mayor

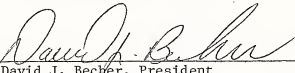
  
Member, Board of Public Safety

  
Member, Board of Public Safety

  
James M. Huntine, Sr.  
Director of Personnel and  
Labor Relations

  
Connie L. Reed, Assistant Director  
Personnel and Labor Relations


FOR THE FORT WAYNE PATROLMEN'S  
BENEVOLENT ASSOCIATION, INC.

  
David J. Becher, President

  
Ronald J. Burkart, Board Member

  
Jon W. Jones, Committee Member

  
Talmadge N. Moore, Jr.  
Committee Member

  
Paul R. Smith  
Committee Member



## THE CITY OF FORT WAYNE

CITY-COUNTY BUILDING • ONE MAIN STREET • FORT WAYNE, INDIANA 46802

1981 WAGE & MONETARY FRINGE BENEFIT AGREEMENT  
BETWEEN THE CITY OF FORT WAYNE, INDIANA  
AND

THE FORT WAYNE PATROLMEN'S BENEVOLENT ASSOCIATION, INC.  
LOCAL #15 DATED MARCH 24, 1981

WHEREAS: The Fort Wayne Patrolmen's Benevolent Association, Inc. and the City of Fort Wayne have through the collective bargaining process, including arbitration, arrived at an agreement on all monetary matters and issues related thereto;

NOW THEREFORE: Patrolmen on payroll as of January 1, 1981 shall receive a base annual pay of seventeen thousand seventy-five and 00/100 dollars (\$17,075.00) for the year 1981 retroactive to January 1, 1981.

Patrolmen hired after January 1, 1981 shall receive for the first year eighty percent (80%) of the then existing base pay of a first class patrolman, for the second year ninety percent (90%) and the third year ninety-five percent (95%) of the then existing base pay of a first class patrolman. They shall also if hired after January 1, 1981 not be eligible for educational pay, technical pay or shift pay until completing three (3) years of service. Future educational bonus will only be paid for four (4) year degree in law enforcement.

Patrolmen on payroll January 1, 1981 shall receive educational bonus as follows:

- (a) Four year baccalaureate degree as of January 1, 1981 shall receive bonus of nine hundred and 00/100 dollars (\$900.00) per year.
- (b) Two year associate degree as of January 1, 1981 shall receive bonus of four hundred fifty and 00/100 dollars (\$450.00) per year.

Patrolmen on payroll January 1, 1981 shall receive shift pay as follows:

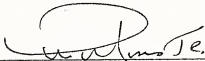
- (1) "B" shift - Seven hundred and 00/100 dollars (\$700.00),
  - (2) "C" shift - One thousand four hundred and 00/100 dollars (\$1,400.00)
- to be added to regular earnings for such pay period.

Any officer who is required to attend court for matters related to law enforcement duties shall receive for each hour in court on off-duty time one and one-half times their normal hourly rate computed on base annual rate only. In addition for each such court appearance officers shall receive one hour of straight time pay for travel time when appearing on off-duty time, not to exceed two times a day (once in morning and once in afternoon).

Each officer shall receive five hundred and 00/100 dollars (\$500.00) per year as a uniform allowance.

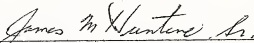
This agreement successfully concludes negotiations for 1981 between the Fort Wayne Patrolmen's Benevolent Association, Inc. and the City of Fort Wayne and is subject to City Council approval.

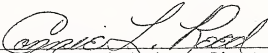
FOR THE CITY OF FORT WAYNE:

  
Win C. Moses, Jr., Mayor

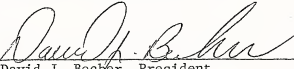
  
Member, Board of Public Safety

  
Member, Board of Public Safety

  
James M. Huntine, Sr.  
Director of Personnel and  
Labor Relations

  
Connie L. Reed, Assistant Director  
Personnel and Labor Relations

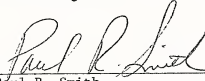
FOR THE FORT WAYNE PATROLMEN'S  
BENEVOLENT ASSOCIATION, INC.

  
David J. Becker, President

  
Ronald J. Burkart, Board Member

  
Jon W. Jones, Committee Member

  
Talmadge N. Moore, Jr.  
Committee Member

  
Paul R. Smith  
Committee Member





## THE CITY OF FORT WAYNE

CITY-COUNTY BUILDING • ONE MAIN STREET • FORT WAYNE, INDIANA 46802

1981 WAGE & MONETARY FRINGE BENEFIT AGREEMENT  
BETWEEN THE CITY OF FORT WAYNE, INDIANA  
AND  
THE FRATERNAL ORDER OF POLICE  
INDIANA WAYNE LODGE #14, INC.  
DATED MARCH 24, 1981

WHEREAS: The Fraternal Order of Police Wayne Lodge #14, Inc. and the City of Fort Wayne have engaged in collective bargaining; and

WHEREAS: The previous agreement between the City of Fort Wayne and the union pertaining to these factors has not been implemented;

NOW THEREFORE: It is hereby agreed to by both parties that the following economic factors shall supercede the previous agreement and are as listed:

Item 1: Sergeant's shall be paid eighteen thousand seven hundred eighty-two and 50/100 dollars (\$18,782.50).

First Master Sergeant's shall be paid nineteen thousand one hundred fifty-eight and 15/100 dollars (\$19,158.15).

Lieutenants shall be paid nineteen thousand nine hundred eighty and 03/100 dollars (\$19,980.03).

Captains shall be paid twenty thousand nine hundred seventy-nine and 03/100 dollars (\$20,979.03).

The above are base annual salaries for the year 1981 and are to be retroactive to January 1, 1981.

Item 2: Shift pay as follows:

"B" shift - seven hundred and 00/100 dollars (\$700.00).

"C" shift - one thousand four hundred and 00/100 dollars (\$1,400.00), to be added to regular earnings for such pay period.

Item 3: Each officer shall receive five hundred and 00/100 (\$500.00) per year as a uniform allowance.

Item 4: Educational allowance as follows for officers on payroll now.

(a) Four year baccalaureate degree as of January 1, 1981 shall receive bonus of nine hundred and 00/100 dollars (\$900.00) per year.


(b) Two year associate degree as of January 1, 1981 shall receive bonus of four hundred fifty and 00/100 dollars (\$450.00) per year.

(c) Officers hired after January 1, 1981 who become members of bargaining group shall only be paid for four year degree in law enforcement.


Item 5: Any officer who is required to attend court for matters related to law enforcement duties shall receive for each hour in court on off-duty time one and one-half times their normal hourly rate computed on base annual rate only. In addition for each such court appearance officers shall receive one hour of straight time pay for travel time when appearing on off-duty time, not to exceed two times a day (once in morning and once in afternoon).

This agreement concludes the economic negotiations between the City of Fort Wayne and the Fraternal Order of Police for the year 1981 and is subject to City Council approval.

FOR THE CITY OF FORT WAYNE:

  
Win C. Moses, Jr., Mayor

FOR THE FRATERNAL ORDER OF POLICE  
WAYNE LODGE #14, INC.:


  
Robert Putt, President


  
Helen D. Brown  
Member, Board of Public Safety

  
Jeron L. Biddle, First Vice-President

  
William H. White  
Member, Board of Public Safety

  
Don Stedje, Chairman, Wage Committee

  
James M. Huntine, Sr.  
Director of Personnel and  
Labor Relations

  
Connie L. Reed, Assistant Director  
Personnel and Labor Relations

PBA & FOP CONTRACT  
FINANCIAL ANALYSIS  
COMPARED TO 1981 BUDGET

	<u>1980</u>	<u>1981</u>	<u>1981</u> <u>BUDGET</u>	<u>'81: BUDGET</u> <u>(OVER) UNDER</u>
Patrolmen's Salary	\$3,148,665.00	\$3,346,700.00	N/A	
Probationary Patrolmen	-0-	207,200.00	"	
Sergeant	725,032.00	826,430.00	"	
First Master Sergeant	232,974.00	268,214.00	"	
Lieutenant	259,260.00	299,700.00	"	
Captain	180,930.00	209,790.00	"	
Deputy Chief	58,257.00	63,336.00	"	
Assistant Chief	20,512.00	22,205.00	"	
Chief	<u>23,549.00</u>	<u>25,481.00</u>	"	
SubTotal Police	\$4,649,179.00	\$5,269,056.00	"	
Civilians		420,920.00	"	
Total Police Dept. Salary		\$5,689,976.00	\$5,764,484.00	\$ 74,508.00
B Shift		113,400.00	N/A	
C Shift		<u>46,900.00</u>	N/A	
Total Shift		160,300.00	205,595.00	45,295.00
Education Incentive		35,500.00	82,000.00	46,450.00
Court Time		73,882.00	-0-	(73,882.00)
Travel		8,200.00	-0-	(8,200.00)
NET SAVINGS				\$ 84,171.00

## UNION REPRESENTATION

### ARTICLE VIII - SECTION 2

The Employer will recognize four (4) bargaining committeemen, one(1) of whom shall be designated as chairman of the committee. Time spent in meetings set up by Management, for the first thirty (30) days of negotiations, mediation and arbitration, will be paid for necessary time lost in negotiations with representatives of the Employer. Negotiations shall be held during normal shift business hours of the Employer. The Employer will accommodate the Union in respect to time off with pay, which will permit employees to negotiate during the first thirty (30) days of negotiations, mediation and arbitration.

### ARTICLE VIIII - SECTION 5

One (1) officer of the Union as designated in writing shall be granted sufficient time as needed to conduct legitimate union business. These matters shall include, but not be limited to, contract interpretation, grievance matters and to further promote harmonious relations between management and the union. While engaged in such matters, said officer shall not suffer any loss of seniority nor loss of financial remuneration.

UNION REPRESENTATION

ARTICLE VI - SECTION 2

The employer will recognize five (5) committee members from each bargaining unit, one (1) of whom shall be designated as chairman of the committee. No deduction in wages shall be made against a member of the union committee, shop steward, nor any employee for necessary time consumed in conferences with representatives of the Employer in connection with legitimate collective bargaining business, or grievance handling, or for reasonable approved time spent investigating potential grievances or problems which could prevent disruptions of harmonious relationships desired by both management and the Union between employees and Union officials. Conferences for the handling of such business shall be held during normal day shift business hours of the employer. The employer will accommodate the union in respect to reasonable shift changes which will permit employees to process grievances during duty time, but will not assume any overtime liability for grievance handling.

LEAVES FOR UNION BUSINESS

ARTICLE XIX - SECTION 2

Employees called upon to transact for the Union with the Utility business which requires them to be absent from duty with the Utility shall, upon twenty-four hours application and with the proper permission, be granted the necessary time off. Employees who handle grievances or complaints shall not suffer any loss of regular pay for the time spent in processing such grievances or complaints. Employees who serve on the Union Negotiation Committee shall be paid their regular base pay for the time spent in bargaining the terms of a new agreement. The maximum that will be paid per session shall be a regular scheduled days pay of eight (8) hours. Not more than four such employees shall be excused from their duties at any one time.

LEAVES FOR UNION BUSINESS

ARTICLE VI - SECTION 8

Employees called upon to transact for the Union with the Utility any business which requires them to be absent from duty with the Utility shall, upon twenty-four hours application and with the proper permission, be granted the necessary time off. Employees who handle grievances or complaints shall not suffer any loss of regular pay for the time spent in processing such grievances or complaints. Employees who serve on the Union Negotiation Committee shall be paid their regular base pay for the time spent in bargaining the terms of a new agreement. The maximum that will be paid per session shall be a regular scheduled days pay of eight (8) hours. Not more than four such employees shall be excused from their duties at any one time.

REPRESENTATION

ARTICLE V - SECTION 1

The Employer will pay lost time for not more than four (4) employees representing the Union in negotiations or for the preparation thereof on the day of the negotiations.

ARTICLE V - SECTION 2

Union representatives shall meet with the Management Committee as needed. Union representatives shall suffer no loss of pay for attending such meetings during working hours.



REPRESENTATION

ARTICLE VII - SECTION 4

The City will recognize a grievance committee or their alternate representatives designated by Wayne Lodge #14 to the City in writing. Wayne Lodge #14 representatives shall be afforded such reasonable time as needed to carry out their grievance responsibilities. Any grievance committee member who finds it necessary to leave his work station to transact legitimate grievance business may do so after notifying his immediate supervisor and being released in a reasonable amount of time. The committee member will notify the immediate supervisor of the legitimate grievance business. Wayne Lodge #14 agrees to make every effort in the conduct of grievance matters to minimize interference with production and the orderly operation of the City, and further agrees that alternates will process grievances only in the absence of the committee members.

PAY TO BARGAINING COMMITTEE

ARTICLE VII - SECTION 12

Each member of the Bargaining Committee, which shall not exceed four in number, shall be compensated at his/her regular straight time rate for each hour spent in attendance at meetings regularly scheduled with the management during his/her scheduled hours of employment, provided there shall not be an allowance of more than sixty-four hours in the aggregate each year for time in attendance at meetings during the period of this Agreement.

PAY TO THE GRIEVANCE COMMITTEE

ARTICLE VII - SECTION 13

Members of the Grievance Committee, which shall not exceed a total of three in number at any one time, who are required to transact business with the Utility and are required to be absent from their regular job duties shall, upon twenty-four hours application and with the proper permission, be allowed to transact the business without loss of regular pay.

LEAVES FOR UNION BUSINESS

ARTICLE VI - SECTION 8

Employees called upon to transact for the Union with the Utility any business which requires them to be absent from duty with the Utility shall, upon twenty-four hours application and with the proper permission, be granted the necessary time off. Employees who handle grievance or complaints shall not suffer any loss of regular pay for the time.

LEAVES FOR UNION BUSINESS

ARTICLE VI - SECTION 8

Employees called upon to transact for the Union with the Utility any business which require them to be absent from duty with the Utility shall, upon twenty-four hours application and with the proper permission, be granted the necessary time off. Employees who handle grievances or complaints shall not suffer any loss of regular pay for the time spent in processing such grievances or complaints. Employees who serve on the Union Negotiation Committee shall be paid their regular base wages for the time spent in bargaining the terms of a new agreement. The maximum that will be paid per session shall be a regular scheduled days pay of eight hours. Not more than four such employees shall be excused from their duties at one time.

LEAVES FOR UNION BUSINESS

ARTICLE VI - SECTION 12

Employees called upon to transact for the Union with the City any business which requires them to be absent from duty with the City, shall, upon twenty four hours application and with the proper permission, be granted the necessary time off. Employees who handle grievances or complaints shall not suffer any loss of regular pay for the time spent in processing such grievances or complaints.

TIME OFF FOR NEGOTIATIONS AND GRIEVANCE PROCEEDINGS

ARTICLE VIII - SECTION 2

The City will recognize shift representatives or their alternate representative designated by the Union to the City in writing. Accredited representatives of the Union shall be chosen by the Union from its members who are in the bargaining unit. Union representatives shall be afforded such reasonable time as needed to carry out their grievance responsibilities. Any shift representative who finds it necessary to leave his work station to transact legitimate grievance business may do so after notifying his Supervisor and being released in a reasonable amount of time. The representative will notify the Supervisor of the legitimate grievance business. The Union agrees to make every effort in the conduct of grievance matters to minimize interference with production and the orderly operation of the City, and further agrees that alternates will process grievances only in the absence of the shift representative. No deduction in wages shall be made against Union representatives for time spent in meetings with management.